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HUMAN RESOURCES MANAGEMENT: OTHER HUMAN RESOURCES QUESTIONS

Reform of the internal system of justice in the
United Nations Secretariat

Report of the Secretary-General

Addendum

1. In response to General Assembly resolution 49/222 of 23 December 1994, the report of the Secretary-General on the reform of the internal system of justice in the United Nations Secretariat (A/C.5/49/60) outlines the mechanisms by which the proposed reform would be achieved. The present addendum provides the financial aspects of those proposals and should be read in conjunction with the report.
2. In paragraph 9 of the report, it is proposed that ombudsman panels be established under the guidance and direction of a high-level Coordinator who would ensure the proper functioning of the new system of justice. It is estimated that a post at the D-1 level would be required for that purpose. An amount of \$87,400 would also be required for the travel of the Coordinator to help set up ombudsman panels at all major duty stations, as envisaged in paragraph 8.
3. In paragraph 12, it is proposed that the review of administrative decisions be conducted in the Office of the Under-Secretary-General for Administration and Management. This would be done by Review Officers who would examine the merits of all requests and seek relevant information from the office or department that took the contested decision and recommend corrective measures to the Under-Secretary-General. This would require the establishment of two posts, one at the P-5 and the other at the P-4 level.



4. In paragraph 17, the introduction of an outside professionalized dispute-resolution mechanism is proposed. This would require the establishment of a United Nations Arbitration Board, which would be headed by a Chairperson located in New York and an Alternate Chairperson based in Geneva. In addition to a the Chairperson and Alternate Chairperson, the Board would be composed of four members and four alternate members, all of whom would be appointed by the Secretary-General.

5. Article 3, paragraph 4, of the proposed statute of the United Nations Arbitration Board (A/C.5/49/60, annex II) provides that remuneration of the membership of the Arbitration Board will be established by the Secretary-General, revised from time to time and reported to the General Assembly. The Secretary-General intends to set the remuneration of the Chairperson, who would serve on a full-time basis, at \$126,000 per year. With regard to the Alternate Chairperson, who would, as indicated in paragraph 23 of the report, serve on a part-time basis, the Secretary-General proposes a fee of \$44,000. As regards the members and alternate members, on the assumption that there would be 10 one-week sessions of the Board in New York and 6 one-week sessions in Geneva, and that each session would be attended by two members/alternate members, the fees to be paid would amount to \$46,400 per year. In addition, provision of travel for the members would amount to \$303,800.

6. As indicated in paragraph 40 of his report, the Secretary-General would create a post at the P-4 level for a Legal Officer to serve full time on the Panel of Counsel. In addition, the establishment of a General Service post would be required.

7. The total cost for 1996-1997 would amount to \$1,377,600, as follows:

	\$
Posts	553 600
1 Coordinator (D-1)	
2 Review Officers (1 P-5, 1 P-4)	
1 Legal Officer (P-4)	
1 General Service (Principal level)	
Fees for the members of the Arbitration Board (one Chairperson, one Alternate Chairperson, two members in New York, and two members in Geneva)	432 800
Travel of the Coordinator	87 400
Travel of the members to meetings of the Arbitration Board in New York and Geneva	<u>303 800</u>
Total	<u><u>1 377 600</u></u>